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AUTHOR	Farmer, Helen S.
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ABSTRACT

This book presents a variety of perspectives on career development for women that grew from an extensive study of high school students in 1980 with follow-ups in 1990 and 1993. "Theoretical Overview: The Longitudinal Study" (Helen S. Farmer) outlines the social learning theoretical framework underlying the study and describes study procedures, participants, and interview protocol. Other than the beginning and two ending chapters, chapters 2-13 follow a similar outline. Each is based on a subset of the interviews conducted with 57 women and 48 men and differs in the focus on the life stories. Each chapter opens with a general introduction summarizing research relevant to its focus. Each author states her personal views and experiences as they affect the interpretations she makes and then presents an overview of the themes identified from the interviews and illustrates them with representative quotes. Each chapter closes by relating the themes to the social learning theoretical framework. Chapters 2-13 are as follows: "Women Who Persisted in Their High School Aspirations for Careers in Science or Technology" (Helen S. Farmer); "Why Women Don't Persist in Their High School Science Career Aspirations" (Helen S. Farmer); "Persisters and Career Changers in Technical Careers: Are There Gender Differences?" (Susan Giurleo); "High-Achieving Women: Career Development Patterns" (Jana Reddin); "Gender Differences in Career Development" (Helen S. Farmer); "The Effects of Racial and Ethnic Discrimination on the Career Development of Minority Persons" (Joann Cohn); "Success in the Face of Adversity: Six Stories of Minority Career Achievement" (Kirsten Peterson); "The Career Development of Children of Immigrants" (Veronica Lugris); "Socioeconomic Leaps: Achievement in the Next Generation" (Amy Carter); "Career Development of Rural Women and Men: Different Priorities" (Rebecca L. Conrad); "Career Development in the Context of Family Experiences" (Janice H. Altman); and "Work and Family Roles: Finding a New Equilibrium" (Lenore M. Tipping). The last two chapters are "Career Counseling for the Next Decade and the Twenty-First Century" (Helen S. Farmer) and "Future Directions for Research on Women's Career Development" (Helen S. Farmer). Appendixes contain the following: characteristics of participants in 1980; school characteristics; interview